



CENTRAL FLINT HILLS REGION



“A GREAT PLACE TO TRAIN”

“A GREAT PLACE TO LIVE”

***The Central Flint Hills Region (CFHR)
COMMUNITY PARTNERSHIP CONFERENCE
February 25, 2010***



Today's Purpose

This Community Partnership Conference will focus on employment opportunities and how we recruit and retain a quality workforce through partnering with the Central Flint Hills Region.



Agenda



- Welcome 1030hrs
- Old Business 1035hrs
 - Approval of Minutes
 - Summary of last Meeting Minutes
- New Business 1040hrs
 - Governor's Military Council
 - Economic Impact Summary
 - Budget Reduction
 - ACAP Exit Survey
 - Employment Presentation
 - Job Vacancies
 - Spouses Employment
 - Retiree / Veterans Employment
- Lunch 1200hrs
- Review 1245hrs



Community Partnership Conference Schedule



- [Feb 25 – Employment](#)
- Apr 21 – Education
- Jun 16 – Semi-Annual Review / Campaign Plan Update
- Aug 18 – Health Care
- Oct 20 – Housing
- Dec 15 – Recreation and Leisure

Continuous discussion and review



Fiscal and Economic Impact of Military Activity in Kansas

Presented By: John Armbrust
Executive Director



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Agenda

- » Impact of All Military Activities
- » Impact of Fort Riley
- » Conclusions



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Background

- GMC/Kansas, Inc., commissioned WSU to perform an analysis to:
 - Determine the direct and indirect fiscal and economic impact of military/civilian employment, wages and contracts
 - Assess the impact of the military on Gross State Product (GSP)
 - Assess the impact of the gain or loss of 1,000 military personnel
 - Develop a model to use in future assessments

Note: OEA Funded the Analysis on a 90/10 Basis



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Summary of Annual Impacts - Statewide

- Output: \$7.7B (7.0% of State Output/GSP)
- Employment: 169,560 (9.4% of Total Kansas Employment)
- Earnings: \$5.7B (5.8% of State Earnings)
- Tax Revenue:
 - City/County: \$49.9 M
 - Installation Regions: \$73.5 M
 - State: \$270.2M
 - **TOTAL:** **\$393.6M**



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Statewide Annual Impacts (Cont.)

- Output (\$7.7B)
 - KS Installations: \$2.3B
 - All Other U.S. Installations: \$5.4B
- Employment (169,500)
 - Mil/Civ/Retire: 120,400
 - KS Companies: 49,100
- Earnings/Wages (\$5.7B)
 - Mil/Civ/Retire: \$3.8B
 - KS Companies: \$1.9B



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Summary of Annual Impacts - Installations

Category	Forbes Field	Fort Leavenworth	Fort Riley	McConnell Air Force Base	Smoky Hills Weapons Range (National Guard)
Output	\$20.5 million	\$146.2 million	\$82.7 million	\$1.8 billion	\$4.6 million
Employment	13,930	28,930	58,490	27,640	1,719
Earnings	\$357.2 million	\$985 million	\$2.1 billion	\$1.0 billion	\$15.6 million
Tax/Fiscal Impact					
City/County	\$6.5 million	\$7.0 million	\$15.5 million	\$9.5 million	\$ 323,000
Region	\$6.6 million	\$7.9 million	\$12.6 million	\$11.2 million	\$ 795,200
State	\$13.8 million	\$37.0 million	\$115.0 million	\$53.9 million	\$ 990,200
Total Revenue	\$26.9 million	\$51.9 million	\$143.1 million	\$74.6 million	\$2.1 million



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Fort Riley Annual Local Impact

- GE & RL Counties
 - Output: \$35M
 - Employment: 43,500 (69%)
 - Earnings: \$1.6B (53%)
- Region (CY, DK, GE, PT, RL Counties)
 - Output: \$38M
 - Employment: 52,250 (55%)
 - Earnings: \$1.9B (43.8%)
- Public Benefit (Tax Revenue)
 - GE & RL Counties: \$15.5M
 - Region: \$12.6M
 - Total Region: \$28.1M
- Largest Single Employer in the State



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Net Public Benefit of the Gain or Loss of 1,000 Military Personnel

Cities	\$ 460,900
Counties	\$ 672,900
State	<u>\$ 916,100</u>
Total	\$ 2,049,900

Note: Gross Public Benefit = \$4M+



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Comparing Direct Military Employment to the Top Employers in Kansas*

Ft. Riley	15,634
Ft. Leavenworth	3,875
McConnell	2,470
Smoky Hill	223
Forbes Field	94
<hr/>	
Sprint Nextel	12,000
Cessna Aircraft	11,300
Spirit AeroSystems	10,900
Hawker Beechcraft	6,767
Embarq	3,800

*2007



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Recent Military Employment Growth

- Kansas military grew by more than 2,400 active duty, reserve and National Guard service members in 2007
- The increase in employment between 2006 and 2007 was faster than any other industry growth rate in the state, at 8.1 percent
- Military service personnel's average annual wage in 2007 was \$77,087 – 179.4 percent of the Kansas average wage



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Conclusion

- Military Activity is a Major Player in the Kansas Economy
- Continued Efforts Necessary to Ensure Maintenance and Growth of This Sector of Our Economy
- Opportunities Exist to Leverage Military Activity into Private Sector Growth



Economic Impact Summary



Ft. Riley FY 09 EIS Overview

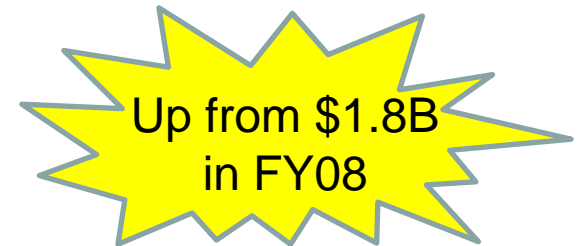


Economic Impact



Payroll	\$1,435,323,383
Supplies/Services/Contracts	\$292,009,483
Construction	\$231,876,125
Education	\$18,475,213
Health Care	\$80,611,556
Combined Federal Campaign (Local Contributions)	\$4,733
Total Direct Economic Impact	\$2,058,300,493

With a generally accepted economic multiplier of \$2.2 per \$1 of direct expenditures, Fort Riley's full Economic Impact would be over:



\$4,528,261,084

*Total Economic Impact for the State of Kansas with all Kansas Army Retirees and Survivor Annuitants pay would be:

\$2,484,792,493

Fort Riley's direct impact to Kansas is estimated at over \$1.5B



Economic Impact – Payroll



Military Pay	\$1,102,716,887
Federal Civil Service Civilian Pay	\$157,957,635
Non-Appropriated Fund Civilian Pay	\$16,167,086
Non-Federal Civilian Pay	\$82,113,776
Army Retirees/Survivor Annuities for retirees living within the 7 county area	\$76,368,000
Total Payroll	\$1,435,323,383

NOTE: Total Payroll for the State of Kansas with all Kansas Army
Retirees and Survivor Annuitants would be: \$1,861,815,383

Military Payroll provided by the Fort Riley Defense Military Pay Office

Federal Civil Service Civilian Pay provided by RMO and G8

Non-Appropriated Fund Civilian Pay provided by the Fort Riley DFMWR, FMB

Non-Federal Civilian Pay compiled by the Plans, Analysis and Integration Office

Army Retirees/Survivor Annuities provided by the Department of the Army



Economic Impact

Supplies/Services/Contracts



Supplies/Services/Contracts

Dollar Amount

Appropriated Funds (APF)

Supplies	\$ 48,234,882
Services	\$ 144,478,454
Contracts	\$ 98,057,617
Total Appropriated Funds	\$ 290,770,953

Non-Appropriated Funds (NAF)

Non-Appropriated Funds Expended in Kansas	\$ 1,238,530
Total NAF Funds	\$ 1,238,530

Total Supplies/Services/Contracts	\$ 292,009,483
--	-----------------------



Economic Impact – Construction



Appropriated Funds: (MCA)

CoE Contracts that have been awarded	\$619,000,000
Dollar Value of Contracts Completed in FY 09	\$404,696,000
Non CoE Contracts that have been awarded	\$107,000

Non-Appropriated Funds (CPMC)

Contracts that have been awarded at Fort Riley	\$1,809,901
Dollar Value of Contracts Completed in FY 09	\$1,060,271

Payments Made on Contracts in FY 09:

AF (MCA) Contracts	\$230,251,000
NAF (CPMC) Contracts	\$1,625,125
Total Current Year Payments	\$231,876,125

Appropriated Fund Contract data provided by the Corps of Engineers

Non-Appropriated Fund Contract data provided by the DFMWR

Other Fund Contract data provided by Picerne Military Housing



Economic Impact – Education



PAYMENTS FROM FEDERAL IMPACT AID

FY 09

USD 475 (Junction City)

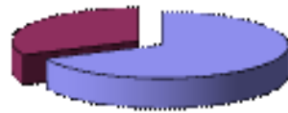
\$ 13,358,818

USD 383 (Manhattan)

284,039

Total Payments from Federal Impact Aid

\$ 13,642,857



Fort Riley - 68% of
Junction City USD 475
4849 students



Fort Riley - 26% of
Manhattan USD 383
1549 students

COLLEGE GENERATED PAYMENTS

Tuition Assistance

\$ 1,717,500

Veterans Administration

\$ 1,972,000

Other (Family Members, Civilians & Reservists)

\$ 1,142,856

Total Tuition Payments

\$ 4,832,356

TOTAL EDUCATION

\$ 18,475,213

Federal Impact Aid data
provided by the Geary
and Riley County School
Districts

College Generated
Payment data provided
by the Fort Riley
Education Services



Economic Impact – Health Care/CFC Contributions



<u>Health Care</u>	Dollar Amount
Hospital Expenses	\$ 28,726,572
Outsourced Patient Care	\$ 51,853,943
Veterinary Expenses	\$ 31,041
Total Health Care Expense	\$ 80,611,556

Combined Federal Campaign "CY 2009" Contributions

Direct Contributions to:	
Geary County	\$ 1,970
Riley County	\$ 2,763
Total Local CFC Contributions	\$ 4,733
Total Combined Federal Campaign Contributions	\$ 339,396



FY09 POPULATION



Military		18,458
Officers	(1,040)	
Warrant Officers	(557)	
Enlisted	(16,861)	
Family Member		22,453
On Post	(9,536)	
Off Post	(12,917)	
Retirees*		3,348
Army	(2,925)	
Other Services	(423)	
Civilian Employees (including Contractors)		8,527
Total Population		52,786

Military Population data provided by the Fort Riley G-1 Strength Management

Family Member Population data provided by the Fort Riley MEDDAC – DEERS Information

Retirees Population data provided by the Department of the Army-Retirees

Civilian Employee Population data provided by the Fort Riley Civilian Personnel Advisory Center and compiled by the Plans, Analysis and Integration Office



Economic Impact Take-Aways



- **Fort Riley was the largest employment contributor to the Kansas economy of the five active military installations in 2008, with more than twice the contribution of the next largest contributor.**
- **Fort Riley's employment contribution to Kansas was 44% of all military employment contribution in the State in 2008.**
- **Fort Riley's fiscal impact on tax revenue generation was nearly twice that of the next largest contributor, with \$143.1 million. Fort Riley's impact on tax revenue generation nearly equaled that of all other Kansas military installations combined.**
- **In 2008, Fort Riley paid 29,512 employees (Military and Civilian), contractors, and retirees nearly \$1.2 billion.**
- **The total fiscal impact of Fort Riley to Riley and Geary Counties was \$15.5 million in 2006.**
- **The total economic impact of procurement contracts by Fort Riley to Riley and Geary Counties was \$34.9 million in 2006.**



Community Impacts



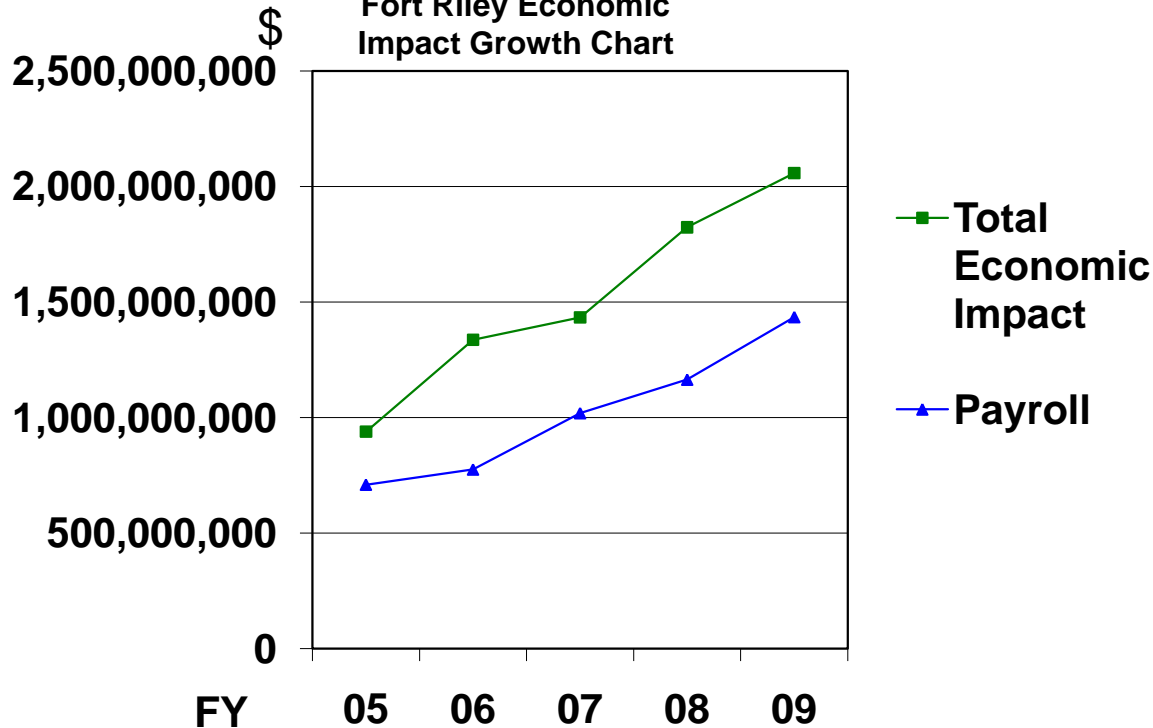
Fort Riley Economic Impact Data

(FY05 - FY09)



Fort Riley's Annual Economic Impact on the Central Flint Hills Region (CFHR) has grown by \$1,119,330,706 over the last 5 years.

Fort Riley Economic Impact Growth Chart



Payroll	FY 05	\$709,744,022
Supplies/Services/Contracts		\$77,856,139
Construction		\$82,577,869
Education		\$12,881,108
Health Care		\$55,892,885
Combined Federal Campaign (local contributions)		\$17,764
TOTAL ECONOMIC IMPACT		\$938,969,787

Payroll	FY 06	\$775,410,978
Supplies/Services/Contracts		\$114,572,836
Construction		\$371,156,929
Education		\$13,246,919
Health Care		\$62,128,497
Combined Federal Campaign (local contributions)		\$7,164
TOTAL ECONOMIC IMPACT FY06		\$1,336,523,323

Payroll	FY 07	\$1,019,335,679
Supplies/Services/Contracts		\$147,857,683
Construction		\$187,175,977
Education		\$13,054,565
Health Care		\$66,184,297
Combined Federal Campaign (local contributions)		\$6,866
TOTAL ECONOMIC IMPACT FY07		\$1,433,615,067

Payroll	FY 08	\$1,164,418,284
Supplies/Services/Contracts		\$179,938,914
Construction		\$390,714,993
Education		\$13,853,108
Health Care		\$74,878,705
Combined Federal Campaign (local contributions)		\$6,365
TOTAL ECONOMIC IMPACT FY08		\$1,823,810,369

Payroll	FY 09	\$1,435,323,383
Supplies/Services/Contracts		\$292,009,483
Construction		\$231,876,125
Education		\$18,475,213
Health Care		\$80,611,556
Combined Federal Campaign (local contributions)		\$4,733
TOTAL ECONOMIC IMPACT FY09		\$2,058,300,493

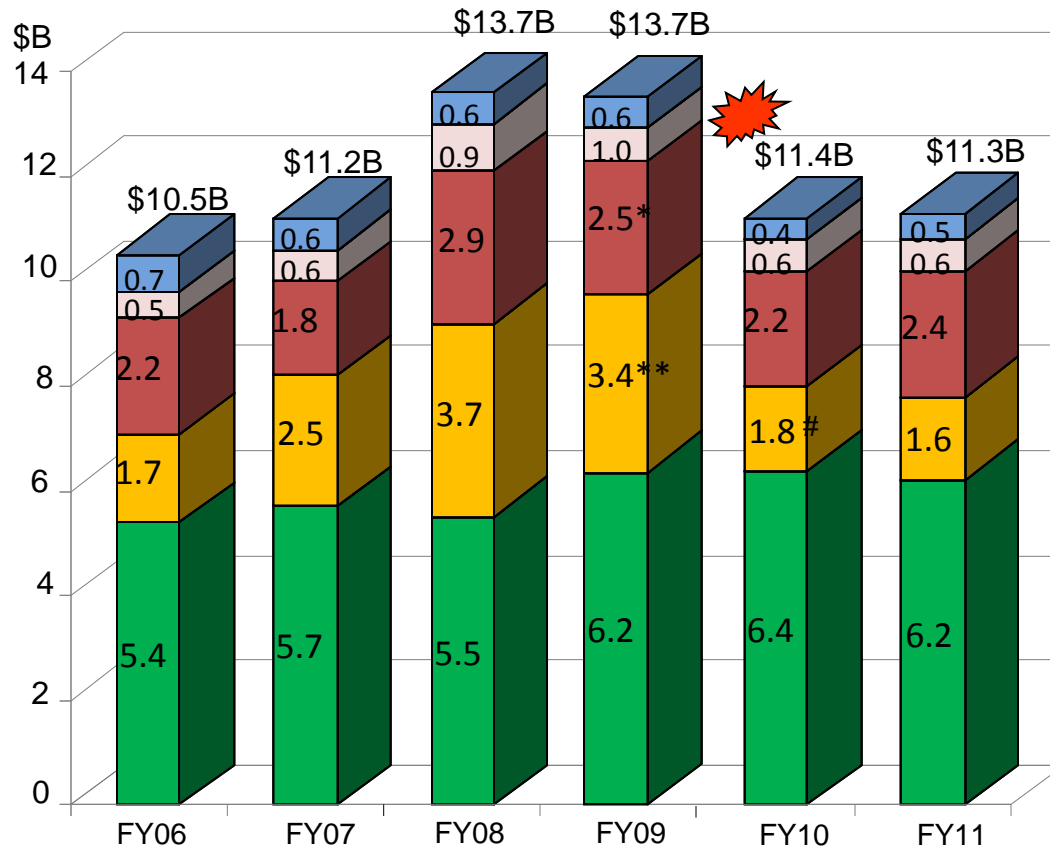


FY10 Funding Planning Guidance



Funding As of 01 Sep 2009

IMCOM Funding Levels



Large Mission Growth

## Army Family Conv.	\$787M	\$1,469M	\$1,551M	\$1,383M	\$1,423M
TCS	\$51M	\$129M	\$763M	\$726M	\$890M

* does not include ARRA FSRM funding of \$1.474B.

**includes funding for IMCOM MYR UFRs #1 & #2; does not include UFR#3 of \$337M

does not include \$250M for Temporary Increase to Endstrength – pending Congressional Approval

##AFC Breakout: Active (85%) / Guard & Reserves (15%)

Good News:

- IMCOM Base BOS funding level has grown due to the targeted migration of funding from the Supp to the Base for enduring programs (i.e. Army Family Programs).
- Base SRM funding augmented by Congressional one-time Adds and ARRA in recent years.

Challenges:

- IMCOM has experienced large mission requirements growth from FY07 to FY09 with the Army Family Covenant & assuming the TCS mission which explains much of the increase in its BOS & OCO funding levels.

Army has used GWOT/OCO to fund BOS Base Requirements; this is no longer authorized in FY10 thus the sharp reduction in OCO funding level.

The sharp decrease in OCO funding levels in FY10 will manifest itself in a reduction of service levels at Army installations.

LEGEND

- Army Family Housing-Operations (AFH(O))
- Other OMA
- Sustainment, Restoration & Modernization (SRM)
- Overseas Contingency Operations (OCO)
- Base Operations Support (BOS)



Fort Riley Soldiers & Civilians in Local Communities



5104 Fort Riley
Soldiers live in local
communities

DA Civilians

Geary County
1597

Riley County
894

Dickinson
County
291

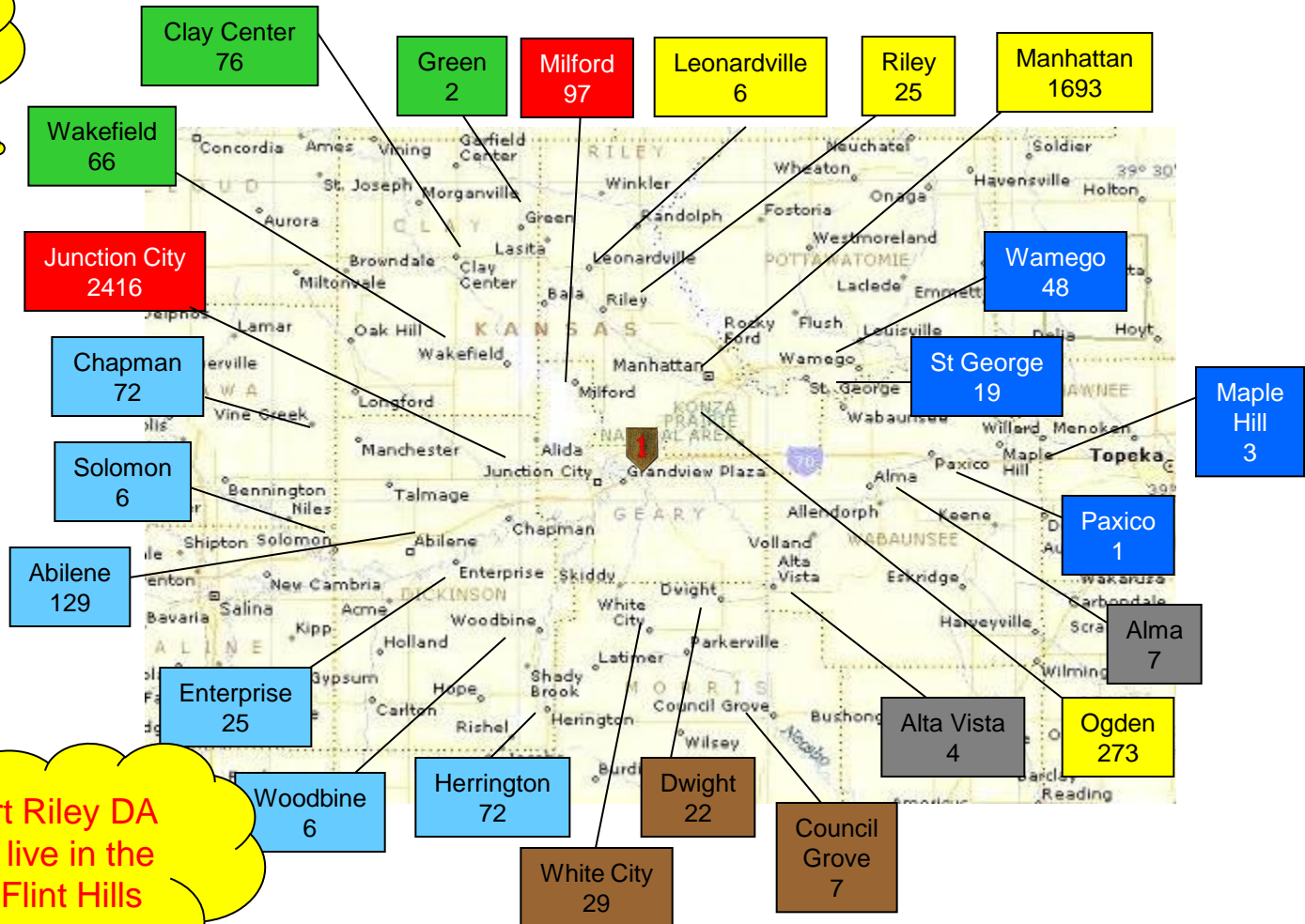
Clay County
148

Pottawatomie
County
92

Morris County
75

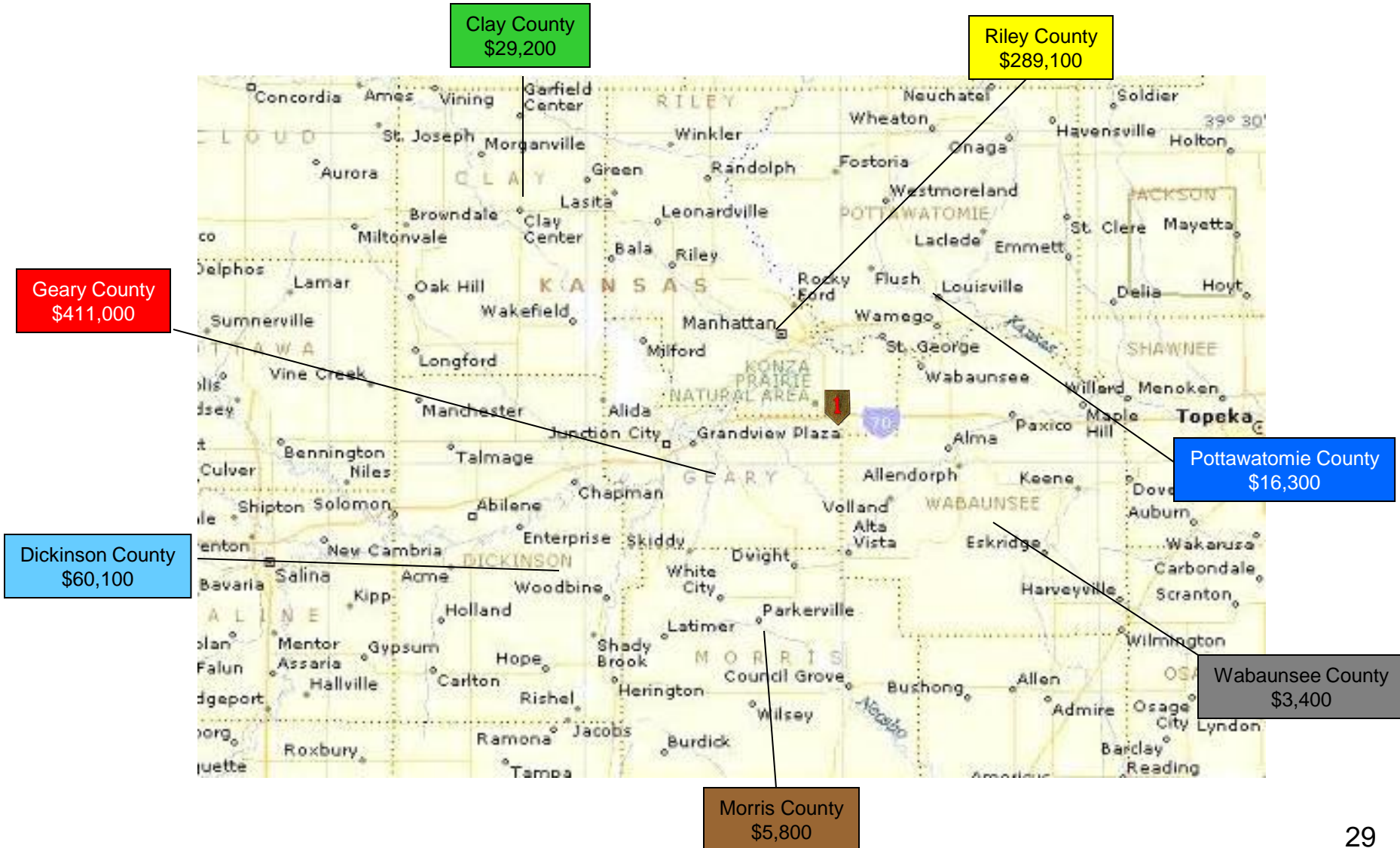
Wabaunsee
County
23

3120 Fort Riley DA
Civilians live in the
Central Flint Hills
Region





Estimated Net Public Benefit (Soldier & DA Civilian)









Civilian Employees for FY 10



FY 09 Actual Employees

Department of the Army Appropriated Fund Employees	2,591
Other Federal Employees	435
Non-Appropriated Fund Employees	544
*Other Civilian Employees (including Contractors)	4,957
FY 2009 Total Civilian Employees	8,527

Current FY 10 - (01OCT09-31JAN10)

Department of the Army Appropriated Fund Employees	
Other Federal Employees	
Non-Appropriated Fund Employees	
*Other Civilian Employees (including Contractors)	

Total Civilian Employees

FY 2005: **5,805**

FY 2009: **8,527**

As of 31JAN10: **8,162**



(-365)



ACAP Exit Survey



ACAP EXIT SURVEY FOR RETIREES AND NON-RETIREEES



Soldiers Staying and Leaving Kansas

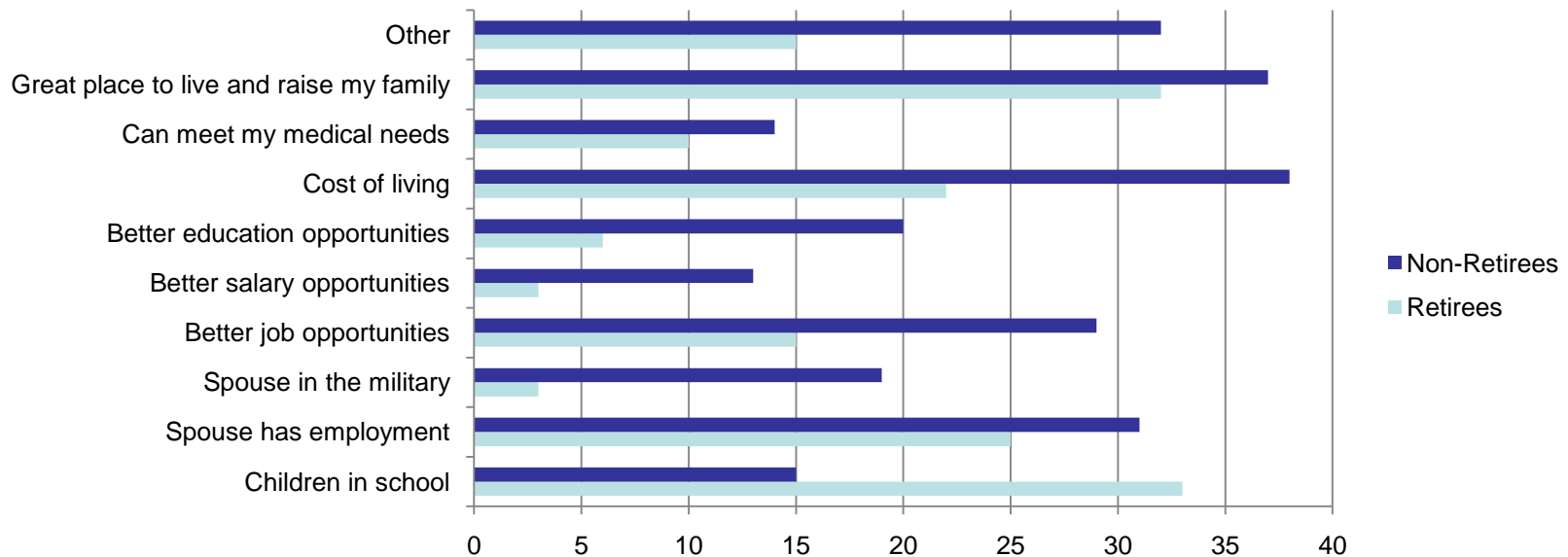
	Jul 08 – Jun 09	Jul 09 – Feb 10
Retirees Attendance	230	161
Non-Retirees Attendance	1,126	612
Retirees Staying in Kansas	101 (43.9%)	59 (36.6%)
Retirees leaving Kansas	129 (56.1%)	102 (63.4%)
Non-Retirees Staying in Kansas	59 (5.2%)	120 (19.6%)
Non-Retirees Leaving Kansas	1,067 (94.8%)	492 (80.4%)



ACAP EXIT SURVEY FOR NON – RETIREES AND RETIREES



1. What were your major factors in deciding to stay in Kansas?



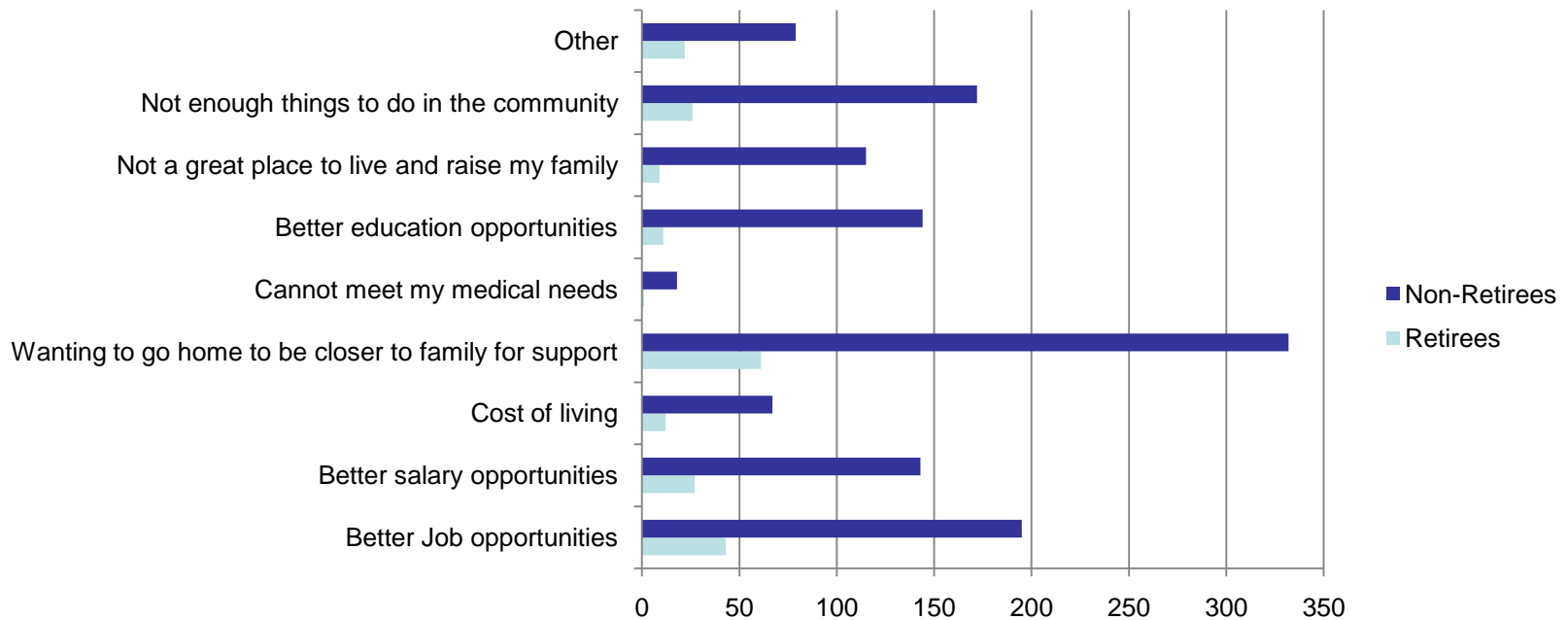
Note: Other factors were Great church, Home state, Better education opportunities for spouse, Meet children medical needs, and Good outside organizations, Family here, Spouse medical needs, and Don't want to move again.



ACAP EXIT SURVEY FOR NON – RETIREES AND RETIREES



2. What were your major factors in deciding to leave Kansas?



Note: Other factors were Better restaurants, Spouse has a job, Home outside the State, Spouse active duty, Population/Crime, Attending college, lived here to long, Dislike the weather, Spouse PCS, and No Ocean.



Potential Workforce Pool



Potential Workforce Pool

(Focus on Scoped Available Pool)



POTENTIAL

	<u>2005</u>	<u>2010</u>	<u>2011</u>	<u>2013</u>	<u>2015</u>
<u>AUTH # Soldiers</u>	9,471	18,171	17,985	18,009	18,009
<u>Actual Spouses at Ft. Riley</u>	5,114	8,753	8,663	8,675	8,675
<u>Potential # Spouses at Ft. Riley</u>	5,683	10,176	10,072	10,085	10,085
<u>Actual Spouses available to the pool</u>	2,762	4,727	4,678	4,684	4,684
<u>Potential Spouse available to the pool</u>	3,580	5,495	5,439	5,446	5,446
<u>Potential # of Spouses looking for work</u>	303 394	520 604	515 598	515 599	515 599
<u>Potential Retirees/Veterans Counseled</u>	1625	1239	2114	1309	921
<u>Potential Retirees/Veterans Remain in the area (work pool)</u>	3500	4360	4710	5430	6150

Retirees/Veterans – average 150 separations per month – small number elect to remain
In the area – UNTAPPED PERMANENT WORKFORCE POOL

*Spouses – Army wide approximately 54% of spouses elect to work, with 11% looking for work
Source: Office of the Deputy Under Secretary of Defense (Military Community & Family Policy, under contract with Caliber, 2007 Demographics Report



Employment



Employment Summit Purpose



To develop a partnership among community members in order to address employment issues of mutual concern.



Objectives of Employment Summit



- Focus on due outs and determine which due outs could/could not be completed by the working group.
- Discuss issues affecting employment in the CFHR.
- Develop an understanding for diverse community perspectives.



Employment Summit in 2009



- Hosted by Fort Riley ACAP on 27 August and 10 December 2009.
- Participants included representatives from Junction City, Manhattan, Abilene, Fort Riley and other interested communities.



Employment Due Outs



- Fort Riley Due Outs:
 - ✓ Develop a methodology to capture data on spouse skills, education, experience, #s that desire to work, and those currently working.
 - ✓ Create a “One button” link to all job search engines on Fort Riley Homepage <http://www.riley.army.mil> . Click on Job Information located on the right side.
 - ✓ Increase contact with local employers.
 - ✓ Research the perception that Family Members are not considered permanent employees by community businesses.
 - Mandate Transition Assistance Program for transitioning Soldiers.
 - Survey employees of new businesses (i.e. CDCs or PX) to validate or revalidate the data survey conducted by Fort Hays State University.
 - Develop a one-stop shop.
- Community Due Outs:
 - ✓ Provide search engine links for “One Button” job search.
 - ✓ Each community provide information on their available programs.
 - ✓ KSU survey
 - ✓ Labor survey from the Docking Institute.
 - ✓ Develop joint methodology to recruit hard to find skill sets from outside Kansas for CFHR vacancies.
 - ✓ Spouses are considered displaced workers and we need to advertise as such to use the program for displaced workers.
 - Identify funding streams for marketing ventures.
 - Develop a marketing plan for the CFHR.
 - Work with KDOT on available transportation options.
 - Suggest bringing public transportation on post.
- State Due Outs:
 - ✓ Develop a survey of high demand jobs in Kansas.

✓ Completed
-- In-progress



High Demand Jobs



Kansas	CFHR	Fort Riley
Sales Representatives	Sales/Customer Service	Admin/Clerical
Teachers	Health Care	Health Care
Mechanics	Mechanics	Trade & Labor
Engineering Technicians	Engineering	Engineering
Construction Laborers	Construction Laborers	Other Occupations
Truck Drivers	Supply/Warehouse	Social Services
Drivers – Delivery		Child Care
Accountants		Police & Security
Management/Executives		Admin/Mgmt
Machine Operators		Morale/Welfare & Rec.

Source: http://articles.directorym.com/Careers_In_High-Demand-Kansas

Source: Junction City Workforce Center

Source: Fort Riley Civilian Personnel Advisory Center



Spouse Interest vs. CFHR Demand



- Spousal areas of interest**

- CFHR Work Force Priorities***

<u>Category</u>	<u>FY 09 / FY 10</u>		
➤ Health Care	42	54	Health Care
➤ Retail	9	9	
			Sales
<hr/>			
➤ Admin/Office	109	94	
➤ Social Svc	25	8	
➤ Financial	4	6	
➤ Child Care	<u>57</u>	<u>45</u>	
	246	216	

Below the line designates those skills that do not align with CFHR demand.

*Source: Junction City Workforce Center

*Source: Employment Readiness Spouse Database



Soldier Skill Sets vs. CFHR Demand



- Skill Sets

	FY 09 / FY 10	
<u>Category</u>		
➤ Health Care	77	170
➤ Maintenance & Log	535	258
➤ Heavy Equip Op	76	53

- CFHR Demand*

- Health Care
- Mechanics
- Sheet Metal Work
- Construction
- Heavy Equipment

➤ Law Enforcement	44	50
➤ Communications	79	47
➤ HR/Mgmt	51	46
➤ Ldr/Mgmt	<u>378</u>	<u>491</u>
	1240	1115

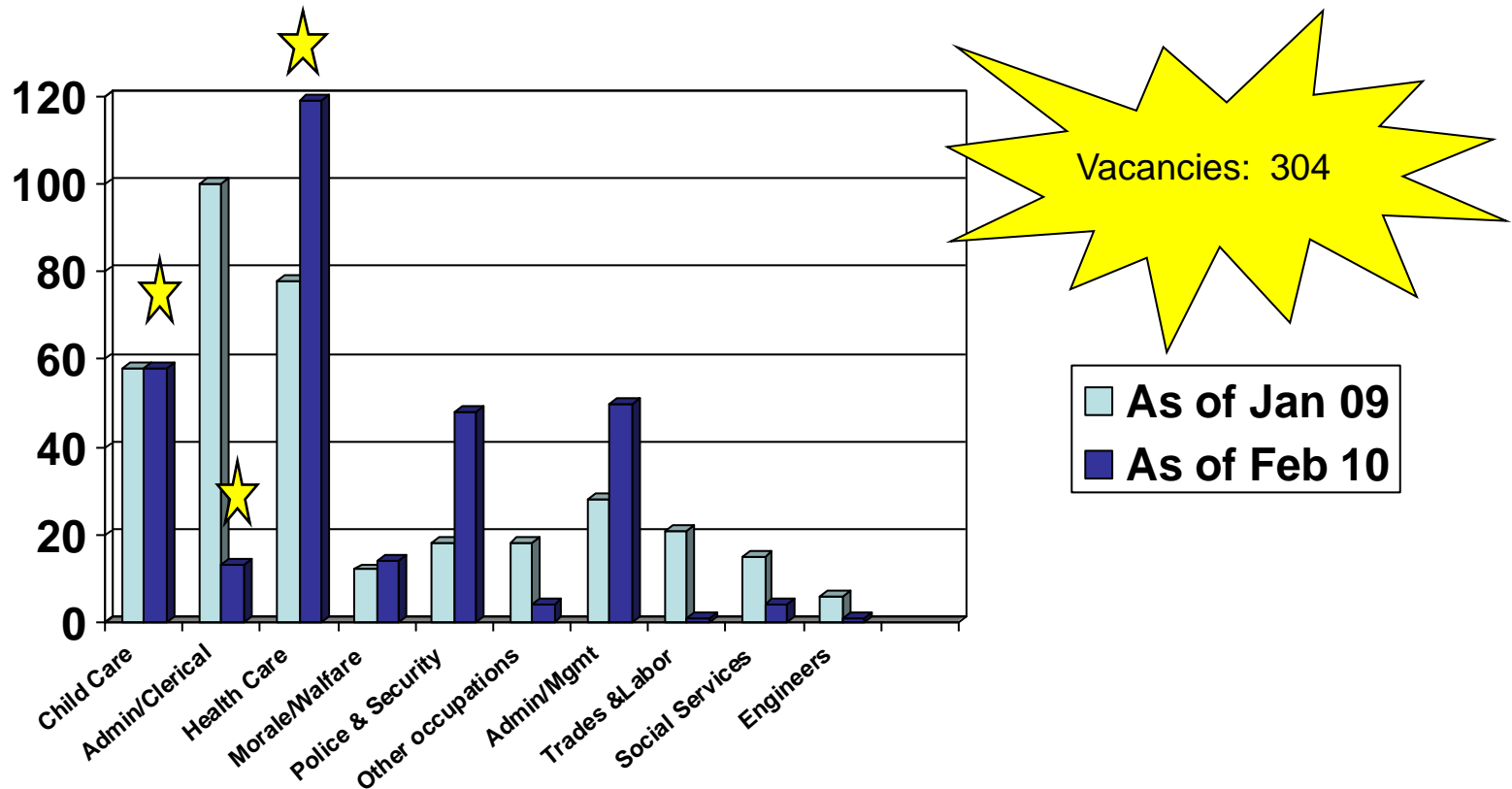
Below the line designates those skills that do not align with CFHR demand.

*Source: Junction City Workforce Center

*Source: Emilpo AHRs Enterprise Data Store



Fort Riley Current Vacancies



Matches key vacancy areas with Spouse interest

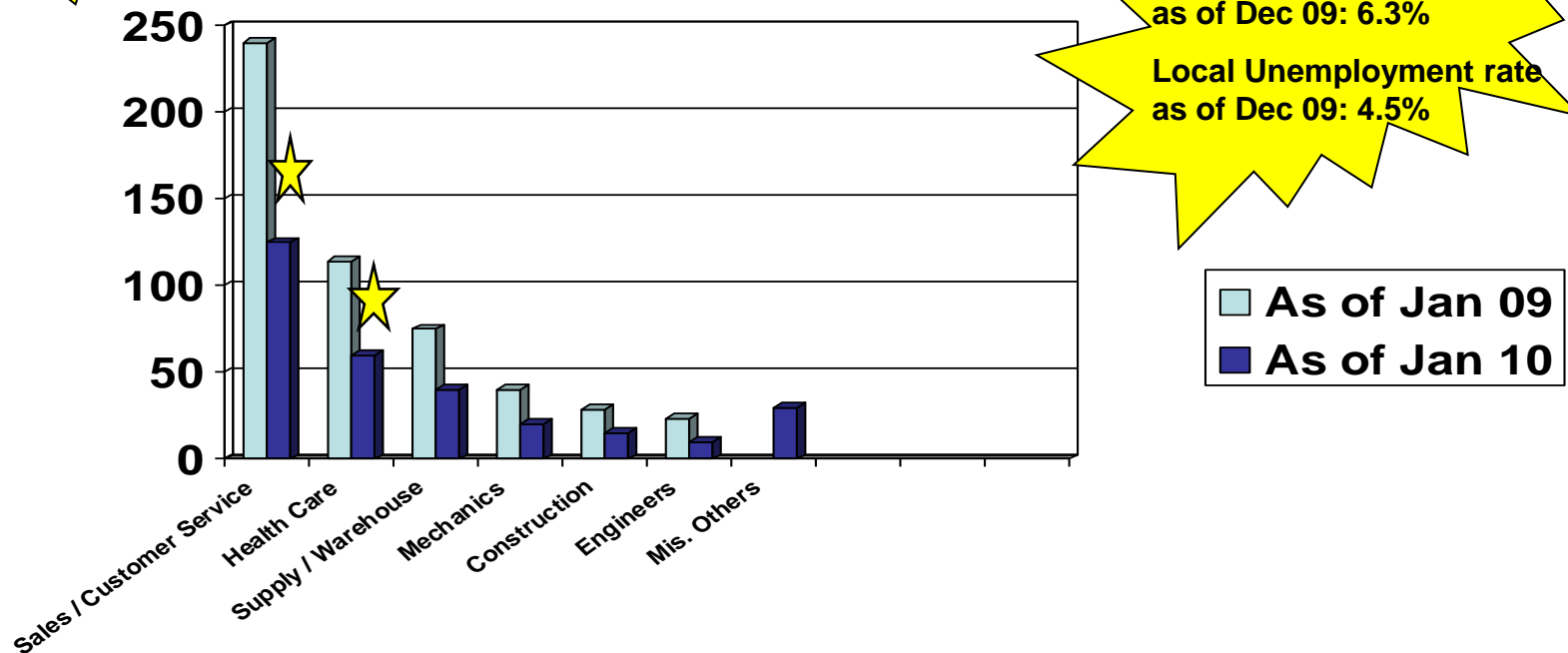
*Other Occupations: Logistics, Training, IT, Equip Specialist, Eng Tech



CFHR Current Vacancies



Vacancies: 300



State Unemployment rate
as of Dec 09: 6.3%

Local Unemployment rate
as of Dec 09: 4.5%



Matches key vacancy areas with Spouse interest

Need to get the word out to available work pool of CFHR opportunities
Source: Junction City Workforce Center



Hiring Actions Since Mar 09



	CPAC	ACAP	ERP	Community
Federal Jobs:				
• Retirees/Veterans	273	6		3
• Military Spouses	89		81	
• Non-Military	311			
Contract Jobs:				
• Retirees/Veterans		175		37
• Military Spouses		5	12	1
• Active Military				0
CFHR Jobs:				
• Retirees/Veterans				48
• Military Spouses			96	6
• Active Military				2
• Non-Military				555
Out of State Jobs:				
• Retirees/Veteran		125		4
– Reasons: Salary demands, career field, and closer to home for family support				
TOTAL:	673	311	180	656



Current Community Partnerships



ACAP / ERP / CPAC Partner with:

- Junction City Chamber of Commerce
- Junction City Workforce Center
- Manhattan Chamber of Commerce
- Manhattan Workforce Center
- Salina Chamber of Commerce
- Salina Workforce Center
- Kansas Department of Commerce
- Wamego Chamber of Commerce
- CFHR Chamber of Commerce's
- Kansas Department of Commerce
- Heartland Works, Flint Hills Job Corp
- Central Texas College, IHOP
- ASEP Program, Russell Stover Candies
- DECA, Armour, MetLife, Frito Lay
- AAFES, Werner Enterprises
- K-State CES
- Social Security Administration
- Homeland Security, Border Patrol
- Salina Police Department
- USD 475 and 383
- Aerotek, Inc, Abilene Machine
- ARAMARK, Cubic Applications
- AT&T, Embarq, US Cellular
- BNSF Railway, Union Pacific
- Shawnee County Sheriffs Department
- CACI International,
- Eagle Support, Best Buy,
- DynCorp, HCI Integrated Services
- Caterpillar Inc., Pawnee Mental Health
- Home Builders Institute, VA Medical Center
- Lockheed Martin, North Grumman
- Picerne Military Housing
- Riley County Police Department
- Junction City Daily Union
- Manhattan Mall
- MidCounty Bank, Armed Forces Bank
- Quaker Oats Co.,
- LLC Coca Cola, Exline, CSC
- Farm Bureau Financial Services
- Kansas State University
- Westar Energy, Chesapeake Energy
and many more



Future Partnership Initiatives



- Exploring Employment Conference
 - Feb 23, 2010 Riley's Conference Center
- K-State Common Good Internship Career Fair
 - Mar 10, 2010 K-State University
- Hiring Heroes Career Fair
 - Apr 20, 2010 Riley's Conference Center
- ERP Spring Teen Career Fair
 - May 15, 2010 Riley's Conference Center
- ERP Fall Career Fair
 - Nov 17, 2010 Riley's Conference Center
- Kansas State Wide Career Fair
 - Feb 2011



Way Ahead



- **Short Term**
 - **Continue workgroup meetings to address employment opportunities and challenges within the CFHR.**
 - **Next Employment Summit meeting is scheduled for March 25, 2010.**
 - **Continue to build on current partnerships and develop new ones.**
- **Long Term – more than one year**
 - **Address possible solutions for child care affordability and availability in CFHR.**
 - **Partnering with Flint Hills Region Council to develop long term solutions to complex due outs.**
 - **Develop a one-stop shop**



Summary



- We need to have processes/systems in place internally and collaboratively that will enhance our abilities to identify qualified people to job opportunities
- Fort Riley contributes significantly to the economic impact of the CFHR & State
- Fort Riley provides an educated & skilled workforce pool for the CFHR
- Local unemployment rate is low but increasing and presents the CFHR with serious challenges on how to address workforce vacancies
- Need to continue collaborative efforts to recruit displaced workers from high unemployment areas to re-locate to Kansas
- Need to leverage partnerships to address
 - High vacancy/turnover rates as an interim solution
 - Matching applicant qualifications with job opportunities

It is imperative that we engage with the CFHR to build coalitions that mutually support the employment needs of the community.